

STANDARD FORM 60
PRINTED BY THE U.S. GOVERNMENT PRINTING OFFICE
WASHINGTON, D.C. 20540
16-100

SECRET

Official Personnel Folder

73 JUN END

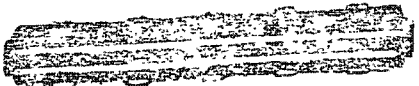
27

CP

SECRET

RETURN TO PERSONNEL CENTER
IMMEDIATELY AFTER USE
JOB# 77-767
POX 26

TERMINATED 1/2



PIVALL, Vincent C. #48 Consolidated file

TERMINATED

NOTICE: This is an Office of Personnel File and subject to 10 day limitation period. This file has been charged to Messia / 705.A and is due to be returned to CONTRACT PERSONNEL DIVISION, 5E-67 Hqs., x7841, as of _____.

~~PROPERTY OF PERSONNEL DIVISION~~
204534

SECRET

Documents dated 1953-1955
- 1973

SECRET

SECRET - SECURITY INFORMATION

CONTRACT PERSONNEL

OFFICE OF PERSONNEL
RETURN FILE TO SECS

NOTICE: This is an Office of Personnel File and subject to 10 day limitation period. This file has been charged to Wagon / 2210 and is due to be returned to CONTRACT PERSONNEL DIVISION, 5E-67 Hqs., x7341, as of

500
100-100000-1

14
100-100000-1

SECRET

11. FILE SERIAL NO 063385		BIOGRAPHIC PROFILE (PART 1)			ECD: 16 Apr 1946	
12. CURRENT SERVICE STATUS <input checked="" type="checkbox"/> ACTIVE <input type="checkbox"/> RESERVE <input type="checkbox"/> DEFERRED <input type="checkbox"/> OTHER						
13. ASSESSMENT DATE None		13. PROFESSIONAL TEST DATE None		14. LANGUAGE APPTITUDE TEST DATE None		
15. NON-CIA EMPLOYMENT 1944 Morrison Knudsen Co, LA, Calif - Carpenter (summer) 1944-45 Immaculate Heart School, Phoenix, Ariz - Physical Ed Instr. (7 mos, part-time) 1945-46 Soledad Catholic Grammar School, Los Angeles - Physical Ed Instr. (4 mos, part-time) 1946-53 Military Service, US Army, Sgt						
16. NON-CIA EDUCATION 1944-45 Arizona State College - Law 1946 Ft Benning, Ga - Parachutist (2 mos) 1945 Univ of California, Los Angeles - Law (summer) 1945-46 Univ of Southern California, Los Angeles - Law 1947 CIC, Camp Holabird, Baltimore, Md - Special Agent (5 mos) 1949-53 Univ of Maryland, Germany - Political Science (night)						
17. FOREIGN LANGUAGE ABILITIES (Language, Proficiency, Date Tested) German - R, W, V, Slight; P, S, Intorj; T, None - May 1951 Spanish - R, P, S, High; W, Intorj; U, Native; T, None - May 1957 - Incl Prof Apr 1973						
18. AGENCY SPONSORED TRAINING 1954 1955 1955 1955 1973 1954 1955 1965 1954 1955 1965 1954 1955						
19. CIA EMPLOYMENT HISTORY SINCE 18 SEPT 1947 (Personal Actions, Military Orders, and Principal Details)						
EXECUTIVE DATE	POSITION TITLE & OCCUPATIONAL CODE	GRADE	RD	ORGANIZATION & ORG. TITLE (If ap.)	LOCATION	
May 1958	"	0136.51	13	DDP/WH-3/Cuba Station	Havana	
Jun 1960	"	0136.51	14	DDP/WH-4/Cuba Station	Havana	

SECRET

(When Filled In)

BIOGRAPHIC PROFILE (PART I - Continued)

[REDACTED]

19. CIA EMPLOYMENT HISTORY SINCE 15 SEPT 1947 (Personnel Actions, Military Orders, and Principal Details)

EFFECTIVE DATE	POSITION TITLE & OCCUPATIONAL CODE	GRADE	SD	ORGANIZATION & ORGAN. TITLE (If Any)	LOCATION
Oct 1971	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Feb 1972	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 1973	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 1973	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]

DATE REVIEWED: PROFILE REVIEWED BY:

SECRET
(When Filled In)

BIOGRAPHIC PROFILE (PART 2)

23. SUMMARIES OF EVALUATIVE REPORTS FOR THE PAST TWO YEARS

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24. SUMMARY OF CAREER PREFERENCE OUTLINE AND/OR FIELD REASSIGNMENT QUESTIONNAIRE

--	--	--

25. IDENTITY OF OTHER DOCUMENTS WHICH SHOULD BE REVIEWED, IN DETAIL

--	--	--

26. DATE REVIEWED

27. PROFILE REVIEWED BY

28. REVIEWED BY

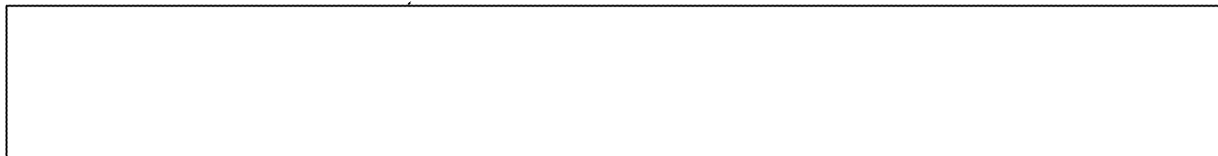
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SECRET

Documents	Dated	1954
"	"	1975

Copy of Bio - sanitized for HSCA



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X X B

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 23 January 1963							
5. NATURE OF PERSONNEL ACTION PROMOTION				4. EFFECTIVE DATE REQUESTED							
6. FUNDS				3. CATEGORY OF EMPLOYMENT REGULAR							
<table border="1"> <tr> <td rowspan="2">▶</td> <td>V TO V</td> <td></td> <td>V TO CF</td> </tr> <tr> <td>CF TO V</td> <td>X</td> <td>CF TO CF</td> </tr> </table>		▶	V TO V		V TO CF	CF TO V	X	CF TO CF	6. LEGAL AUTHORITY (Completed by Office of Personnel)		
▶	V TO V			V TO CF							
	CF TO V	X	CF TO CF								
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION							
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 0739	13. CAREER SERVICE DESIGNATION D							
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 15 (1)	17. SALARY OR RATE \$ 14,565								
18. REMARKS											
<table border="1"> <tr> <td>Recorded by GCPD <i>June</i></td> </tr> </table>						Recorded by GCPD <i>June</i>					
Recorded by GCPD <i>June</i>											

from

SECRET
(When Filled In)

XRB REQUEST FOR PERSONNEL ACTION	DATE PREPARED 20 AUGUST 1954
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3
A

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11. POSITION TITLE OPS OFFICER	12. POSITION NUMBER 0739	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS (00)	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 (2)
		17. SALARY OR RATE \$ 32,470

	Off. Enter, #221. <i>tray 3</i> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> GWS 11 </div>
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SECRET
(When Filled In)

DATE PREPARED

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3A

9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICER'S SERVICE	
		[]	

11. POSITION TITLE OPS OFFICER 3DCOS (D)		12. POSITION NUMBER 0721	12a. PER CONTRL NO.	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS (CO)	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 (1)	17. SALARY OR RATE \$ 12,210 ✓	

18. REMARKS 1 copy to Security				
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14 JUN 67
 CLPD
 VJ

SECRET
(When Filled In)

				DATE PREPARED					
3. NATURE OF PERSONNEL ACTION RESIGNATION				4. EFFECTIVE DATE OF RESIGNATION					
				5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS		7. LEGAL AUTHORITY (Completed by Office of Personnel)							
<table border="1"> <tr> <td><input checked="" type="checkbox"/> V TO W</td> <td><input type="checkbox"/> V TO CP</td> </tr> <tr> <td><input type="checkbox"/> CP TO W</td> <td><input checked="" type="checkbox"/> CP TO CP</td> </tr> </table>		<input checked="" type="checkbox"/> V TO W	<input type="checkbox"/> V TO CP	<input type="checkbox"/> CP TO W	<input checked="" type="checkbox"/> CP TO CP				
<input checked="" type="checkbox"/> V TO W	<input type="checkbox"/> V TO CP								
<input type="checkbox"/> CP TO W	<input checked="" type="checkbox"/> CP TO CP								
8. ORGANIZATIONAL DESIGNATIONS DDP/WH Divn. Branch 4				10. LOCATION OF OFFICIAL STATION Washington, D. C.					
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0000	13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 (1)	17. SALARY OR RATE \$ 12,210					
10. REMARKS <i>1 WH/WH assigned</i> 1 copy to Security									
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin-left: auto;"> Approved by CSD VJ </div>									

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION		DATE PREPARED

8. FUNDS	V TO V	V TO CF	9. LEGAL AUTHORITY (Completed by Office of Personnel)
	CF TO V	X CF TO CF	

9. ORGANIZATIONAL DESIGNATIONS DDP/WH Division Branch 4 4617	10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.
---	--

11. POSITION TITLE OPS OFFICER	12. POSITION NUMBER XXXXX 0000	12A. PCR CONTROL NO.	13. CAREER SERVICE DESIGNATION D
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14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14(1)	17. SALARY OR RATE \$12,210
--	------------------------------------	-----------------------------	--------------------------------

18. REMARKS
DDP/WH/4/Havana BAF 116.81 *Tracy 9*
UPON TERMINATION OF THIS TEMPORARY ASSIGNMENT YOU WILL BE REASSIGNED AS THE HEAD OF YOUR CAREER SERVICE DIRECTS.

--

SECRET

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION		DATE PREPARED 13 October 1960	
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION HAVANA, CUBA	
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER BAP-116	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 1	17. SALARY OR RATE 12,210
18. REMARKS CONFIDENTIAL			

SECRET

REQUEST FOR PERSONNEL ACTION

[Empty box for request details]

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH BRANCH III 4 HAVANA, CUBA STATION		Code 4652	15. Location Of Official Station HAVANA, CUBA		Station Code 17085	
16. Dept. - Field Code 10	17. Position Title ASST ATT FCE OF 10	18. Position No. 9116	19. Serv. FSR US	20. Occup. Series 0136.51		
21. Grade & Step XX 05 XX 13	22. Salary Or Rate XXXX 8140 XXXX 20990	23. SD 3	24. Date Of Grade Mo. Da. Yr. 07 18 57	25. PSI Due Mo. Da. Yr. 07 18 57 09 04 60		

10,130

ACTION

27. Nature Of Action PROMOTION	Code 31	28. Eff. Date Mo. Da. Yr. 06 16 60	29. Type Of Employee REGULAR	Code 5.7	30. Separation Data
--	------------	--	--	-------------	---------------------

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
[Empty box for present assignment details]			

REPRODUCTION MASTERS

SECRET
(See Filled In)

BIOGRAPHIC PROFILE

SECRET

Handle With Care

OK

Pre 1960 documents - removed

Post 1963 documents - removed

Copies of sanitized documents

SECRET



SECRET

A.B. ORIGINAL
ITEMS BELOW THIS PAPER MARKED
WITH GREEN PENCIL WERE RECEIVED
THAT WAY BY CUBA DESK - AUG 78 -

H

SECRET

SECRET

[Redacted]

19 October 1960

MEMORANDUM FOR: Chief, Records and Services Division
Office of Personnel

SUBJECT: [Redacted]

[Redacted]

[Redacted]

cc: SSD/OS

THIS INFORMATION IS UNCLASSIFIED
DATE 10-10-80 BY 1580a
SECRET
REMAIN
(4-18-60)

WV
10-14-60

XKB

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

11 POSITION TITLE PARAMIL OFF CH		12 POSITION NUMBER 1039	13 CAREER SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS 18 or)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
98	0136.11	15	
18 REMARKS			
SIGNATURE OR OTHER AUTHENTICATION			

PARAMIL OFF CH
OF-4b
1039

SAS

1	Serial No.	2	Name	3	Cost Center Number	4	LAMP Hours
PAY CHANGE NOTIFICATION							

Form 9-61 560

Obsolete Previous Edition

(4-51)

SAS

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

--

SERIAL	ORGN FUNDS	GR-ST	OLD SALARY	NEW SALARY
0A3388	49 730	CF GS 15 1	\$14,565	\$19,645

POSTED Grt
OF-4b

BAB: 11 FEB 63

SECRET
(When Filled In)

11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 0739			13. CAREER SERVICE DESIGNATION D		
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 1		17. SALARY OR RATE 14565		
18. REMARKS								

POSTED ON
11 FEB 63

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

31. PREVIOUS GOVERNMENT SERVICE DATA		32. LEAVE CAT		33. FEDERAL TAX DATA		34. STATE TAX DATA	
CODE	1 - NO PREVIOUS SERVICE 2 - BREV. IN SERVICE 3 - BREV. IN SERVICE MORE THAN 1 YR.	CODE	1 - YES 2 - NO	CODE	1 - YES 2 - NO	CODE	1 - YES 2 - NO

SIGNATURE OR OTHER AUTHENTICATION

[Handwritten Signature]

B B R

030000				41730 C0			
OLD SALARY RATE				NEW SALARY RATE			
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date
GS-14	2	\$13,270	12/24/61	GS-14	3	\$13,695	12/23/62
8. Remarks and Authorization / / NO EXCESS LROP / / IN PAY STATUS AT END OF WAITING PERIOD / / LROP STATUS AT END OF WAITING PERIOD CLERKS INITIALS ACCEPTED BY <i>g/w</i>							

ARM: 29 AUG 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
11. POSITION TITLE OPS OFFICER						12. POSITION NUMBER 733		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LW, etc.) GS			15. OCCUPATIONAL SERIES 4136.11			16. GRADE AND STEP 14 2		17. SALARY OR RATE 12470			
18. REMARKS <div style="text-align: right; border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"> POSTED BY 582 9/6 12/26/62 </div>											
SPACE BELOW FOR EXCLUSIVE USE OF FIRE OFFICE OF PERSONNEL											
19. ACTION CODE 37	20. LAYOFF CODE 11	21. OFFICE CODING NUMBER: 01297 ALPHABETIC: IFW		22. STATION CODE 000000	23. INTEGRAL CODE	24. EMPLOY CODE 2	25. DATE OF BIRTH 12/26/20	26. DATE OF GRADE 12/26/62	27. DATE OF LEI		
28. HTE EXP-RIS MO DA YR		29. SPECIAL REFERENCE 1. CSC 2. FICA 3. NONE		30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE		32. CURRENT AND CANCELLATION DATA TYPE MC SA		33. SECURITY REG NO	34. SEC
35. VLT PREFERENCE CODE 0 NONE 1. BPP 2. TPPT		36. SERV COMP DATE MO CA YR		37. LONG COMP DATE MO DA YR		38. CAREER CATEGORY LAW CIVIL COSA COSM W. WARRN HEALTH INS CODE		39. PERSL / HEALTH INSURANCE TYPE FES		40. SOCIAL SECURITY AC	
41. PREVIOUS GOVERNMENT SERVICE DATA JOB# 1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 5 YRS) 4. BREAK IN SERVICE (MORE THAN 5 YRS)				42. LEAVE CAT CODE		43. FEDERAL TAX DATA FORM PREP-TED CODE NO. TAX EXEMPTIONS 1. YES 2. NO		44. STATE TAX DATA FORM PREP-TED CODE NO. TAX EXEMPTIONS 1. YES 2. NO		45. NO TAX STATUS TYPED REGIDP	
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 2px solid black; padding: 10px; display: inline-block;"> POSTED <i>g/w</i> </div>											

CONFIDENTIAL

U.S. GOVERNMENT PRINTING OFFICE: 1954 O-20000

1. Designation: [Redacted] 2. Payroll: [Redacted] 3. Back No.: [Redacted] 4. Slip No.: [Redacted]

5. Grade and Salary: **GS-14 \$12,210**

PAYROLL CHANGE DATA

OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.	NET PAY

11. Appropriation: [Redacted]

12. Prepared by: **Jlv 7 Dec 1961**

13. Audited by: [Redacted]

by adjustment Other step-increase

16. Old salary rate \$12,210	17. New salary rate \$12,470	[Redacted]
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Special covering LWOP (Check applicable box in case of excess LWOP)

In pay status at end of waiting period.

In LWOP status at end of waiting period.

Initials of Clerk: [Redacted]

U.S. Form No. 102

CONFIDENTIAL PAYROLL CHANGE SLIP — PERSONNEL COPY

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-798 AND
 DCI HONORARIUM DATED 1 AUGUST 1961, SALARY IS ADJUSTED AS FOLLOWS.
 EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORG	FUNDS	OLD SALARY	NEW SALARY
[Redacted]	034959	A122	CF 14 2	\$12,210	\$12,470

AES: 29 AUG 61

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

[Empty box for notification details]

9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
[Redacted]		[Redacted]	

11. POSITION TITLE		12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
OPS OFFICER DCOS		0721	D
14. CLASSIFICATION SCHEDULE (GS, WD, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	14 1	12210

18. REMARKS

[Empty space for remarks]

1. NO BREAK IN SERVICE	2. BREAK IN SERVICE (LESS THAN 12 MOS)	3. BREAK IN SERV (2. MORE THAN 12 MOS)	4. YES	5. NO	6. YES	7. NO	EXEMPT
	8		0	0			

SIGNATURE OR OTHER AUTHENTICATION

[Redacted signature area]

01/05/61 JK

SECRET
(When Filled In)

DDP WH BRANCH 4				WASH., D. C.																							
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0000		13. CAREER SERVICE DESIGNATION D																					
14. CLASSIFICATION SCHEDULE (GS, WO, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 1		17. SALARY OR RATE 12210																					
18. REMARKS																											
<table border="1"> <tr> <td colspan="2">41. PREVIOUS GOVERNMENT SERVICE DATA</td> <td colspan="3">42. LEAVE CAP</td> <td colspan="2">FEDERAL TAX DATA</td> <td colspan="3">43. STATE TAX DATA</td> </tr> <tr> <td>CODE</td> <td>1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 12 MONTHS) 4. BREAK IN SERVICE (MORE THAN 12 MONTHS)</td> <td>6996</td> <td>UNEMPLOYED 1 YES 2 NO</td> <td>CCDR</td> <td>NO TAX EXEMPT/SPN</td> <td>FORM PRECITED 1 YES 2 NO</td> <td>CODE</td> <td>NO TAX EXEMPT</td> <td>STATE CODE</td> </tr> </table>								41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAP			FEDERAL TAX DATA		43. STATE TAX DATA			CODE	1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 12 MONTHS) 4. BREAK IN SERVICE (MORE THAN 12 MONTHS)	6996	UNEMPLOYED 1 YES 2 NO	CCDR	NO TAX EXEMPT/SPN	FORM PRECITED 1 YES 2 NO	CODE	NO TAX EXEMPT	STATE CODE
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAP			FEDERAL TAX DATA		43. STATE TAX DATA																				
CODE	1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 12 MONTHS) 4. BREAK IN SERVICE (MORE THAN 12 MONTHS)	6996	UNEMPLOYED 1 YES 2 NO	CCDR	NO TAX EXEMPT/SPN	FORM PRECITED 1 YES 2 NO	CODE	NO TAX EXEMPT	STATE CODE																		
SIGNATURE OR OTHER AUTHENTICATION																											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <i>CS/B/GWK</i> </div>																											

CS/B/GWK

L 1

23 NOV 1960

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION	
DDP WH DIVISION BRANCH 4				WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION		
OPS OFFICER		0000	D		
14. CLASSIFICATION SCHEDULE (GS, WB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE		
GS	0136.01	14 1	12210		
18. REMARKS					
* UPON TERMINATION OF THIS TEMPORARY ASSIGNMENT YOU WILL BE REASSIGNED AS THE HEAD OF YOUR CAREER SERVICE DIRECTS.					
SIGNATURE OR OTHER AUTHENTICATION					
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> D. J. D. 12/01/60 WK </div>					

SECRET
(When Filled In)

CI 1960

NOTIFICATION OF PERSONNEL ACTION

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9. ORGANIZATIONAL DESIGNATIONS DDP WM BRANCH 4 HAVANA CUBA STATION		10. LOCATION OF OFFICIAL STATION HAVANA CUBA	
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11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0116	13. CAREER SERVICE DESIGNATION D
---------------------------------------	--	---------------------------------	---

14. CLASSIFICATION SCHEDULE (GS, WB, etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 1	17. SALARY OR RATE 12210
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18. REMARKS

IDENTIFY OR CITE THE OTHER POSITION

	POSTED <i>10/25/60 ZK</i>
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10/25/60 ZK

L I

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED
1 AUGUST 1956. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
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SECRET
(When Filled In)

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PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Data
PROMOTION	30	06 26 60	REGULAR	OM	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
00P WH BRANCH 4 HAVANA, CUBA STATION	4553	HAVANA, CUBA	17085
33. Comp. Field	34. Position Title	35. Position No.	36. Serv. 37. Occas. Salary

34. Remarks:

POLIND
 06-30-60 21K

11 E 6/30/60

SECRET
(WHEN FILLED IN)

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 13	1	\$ 9,890	09	08	57	GS 13	2	\$10,130	03	08	59
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO 560
3 MAR. 58

SECRET

PERSONNEL FOLDER

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
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S E C R E T

SECRET
(When Filled In)

063385

FITNESS REPORT	EMPLOYEE SERIAL NUMBER 063385
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SECTION B PERFORMANCE EVALUATION	
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling; to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>	

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Branch Chief in charge	RATING LETTER S
SPECIFIC DUTY NO. 2	RATING LETTER S
SPECIFIC DUTY NO. 3	RATING LETTER P
SPECIFIC DUTY NO. 4	RATING LETTER S
	RATING LETTER S
	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	RATING LETTER S
--	---------------------------

15 JUN 1965

SECRET
(When Filled In)

SECTION C

NARRATIVE COMMENTS

FILE OF PFL 5177A 65

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Analytically explain ratings in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties, if applicable.

In the period April to December 1964, Subject was the Chief of [redacted] Branch.

[Large redacted area]

SECTION D

CERTIFICATION AND COMMENTS

(continued)

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, D, AND C OF THIS REPORT

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

35

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

22 May 65

OFFICIAL TITLE OF SUPERVISOR

Chief of Station

PRINT OR TYPE NAME AND SIGNATURE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur in Supervisor's evaluation of this employee.

DATE

10 June 1965

OFFICIAL TITLE OF REVIEWING OFFICIAL

ADC/WH/C

PRINT OR TYPE NAME AND SIGNATURE

SECRET

SECRET

SECTION C - Narrative Comments (Continued)

[Redacted]

Subject

is cost-conscious and effective in the use of space and equipment.

[Redacted]

[Redacted]

SECRET
(When Filled In)

40
20

FITNESS REPORT	EMPLOYEE SERIAL NUMBER 03385
----------------	-------------------------------------

9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/>	RESERVE	<input type="checkbox"/>	TEMPORARY
CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/>	ANNUAL	
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			01 April 1963 - 31 March 1964		

SECTION B PERFORMANCE EVALUATION

W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong Performance is characterized by exceptional proficiency.

O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

	RATING LETTER S
SPECIFIC DUTY NO. 2	RATING LETTER
	S
SPECIFIC DUTY NO. 3	RATING LETTER
	S
SPECIFIC DUTY NO. 4	RATING LETTER
	S
SPECIFIC DUTY NO. 5	RATING LETTER
	P
SPECIFIC DUTY NO. 6	RATING LETTER
	P

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

S

9 JUL 1964

SECRET
Handling and Control Instructions

SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.</p>	
<p>- See Attached Continuation Sheet -</p>	

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
13 June 1964	/s/ [redacted] (signed in [redacted])

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
12	

DATE	
13 June 1964	

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Having on numerous occasions had the opportunity to observe closely [redacted] work, I heartily concur in the supervisor's remarks and ratings.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL
1 July 1964	Deputy Chief, WH (SA)

SECRET

SECRET

Continuation Sheet/FITNESS REPORT - Section C:

Subject is a dedicated officer who has proven by performance that he can be counted on to get the job done in less than allowable time limits. Subject is a sound first-echelon supervisor of a group doing a basic paramilitary job. Subject has the ability to develop a sense of teamwork in a diverse group of employees. It is believed that this leadership trait is particularly significant in that Subject has judiciously blended the talents of staff agents, career agents, contract employees, Army officers and Navy personnel into a cohesive, effective group which has been able to mount successful resistance, [redacted]

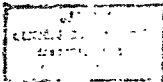
[redacted]

Subject delegates authority and has control over the paper flow in his Branch. Subject has a fine appreciation for positive intelligence collection techniques and he has been able to relate those techniques to his PM operations so that an intelligence product of quality has been developed on the rural areas of the target country. As a result of the totality of Subject's performance during the period covered by this report, his over-all performance warrants an evaluation of Strong.

Subject has Spanish language fluency, operational experience, area knowledge and drive. Armed with those tools, Subject is capable of meeting the long-term needs of his career service in Spanish-speaking operational areas where there is a need for first-echelon supervisors. [redacted]

[redacted]

At the completion of his current assignment, Subject should attend an advanced management course.



SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE
					GS-15 D
5. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION
OPS OFFICER			DDP/S.A.S.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify)		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 April 1962 thru 31 March 1963		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
					S
SPECIFIC DUTY NO. 2					RATING LETTER
					S
SPECIFIC DUTY NO. 3					RATING LETTER
					P
SPECIFIC DUTY NO. 4					RATING LETTER
					P
SPECIFIC DUTY NO. 5					RATING LETTER
					S
SPECIFIC DUTY NO. 6					RATING LETTER
					S
OVERALL PERFORMANCE IN CURRENT POSITION					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal merits or ability, and particular limitations or defects. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S
28 JUN 1963					

SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u></p> <p align="center">Subject is a hard working, dedicated officer who has an unusual amount of drive. Subject is a distinct asset to the Station. In the</p>	

SECTION D		CERTIFICATION AND COMMENTS
1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE MAY 21 1963	SIGNATURE OF EMPLOYEE /s/ [Redacted] (signed in pseudo on Field Transmittal)	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE MAY 21 1963	OFFICIAL TITLE OF SUPERVISOR Chief of Station,	TYPED OR PRINTED NAME AND SIGNATURE [Redacted]
3. BY REVIEWING OFFICIAL (initial)		
COMMENTS OF REVIEWING OFFICIAL		
<p>Subject is one of the "mainstays" of the [Redacted] I concur in the evaluation of the supervisor.</p>		
DATE 28 June 1963	OFFICIAL TITLE OF REVIEWING OFFICER Deputy Chief, SAS	

SECRET

Fitness Report - Section C - NARRATIVE COMMENTS (Continued)

Subject is at his best in agent handling situations. He uses his Spanish language fluency, experience, and area knowledge to the

[REDACTED]

Fitness Report warrants an evaluation of "Strong".

At the completion of his current assignment Subject might benefit from participation in an advanced management course.

[REDACTED]

[REDACTED] Subject is a natural for this type of an assignment due to his drive, self discipline, experience, language fluency, and skin color.

907 1 3 33-54 40

SECRET

SECRET
(When Filled In)

Link

		EMPLOYEE SERIAL NUMBER					
SECTION A GENERAL							
1. NAME (Last) (First) (Middle)		3. SEX	4. GRADE				
		Male	GS-14				
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE					
D		Operations Officer					
7. CAREER STAFF STATUS		8. TYPE OF REPORT					
NOT ELIGIBLE	<input checked="" type="checkbox"/> MEMBER	DEFERRED	INITIAL				
PENDING	DECLINED	DENIED	<input checked="" type="checkbox"/> ANNUAL				
		REASSIGNMENT/SUPERVISOR					
		REASSIGNMENT/EMPLOYEE					
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD					
31 May 1962		From 1 June 61 To 31 March 62					
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding							
SPECIFIC DUTY NO. 1			RATING NO. 6				
			RATING NO. 7				
			RATING NO.				
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.							
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.			RATING NO. 5/6				
SECTION D DESCRIPTION OF THE EMPLOYEE							
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee							
1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above average degree 5 - Outstanding degree							
CHARACTERISTICS		NOT APPLICABLE	NOT OBSERVED				
		RATING					
			1	2	3	4	5
GETS THINGS DONE							X
RESOURCEFUL							X
ACCEPTS RESPONSIBILITIES							X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES						X	
DOES HIS JOB WITHOUT STRONG SUPPORT						X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X	
WRITES EFFECTIVELY						X	
SECURITY CONSCIOUS						X	
THINKS CLEARLY						X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS						X	
OTHER (Specify):							
SEE SECTION "E" ON REVERSE SIDE.							

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

State strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

[Empty box for narrative description of manner of job performance]

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE
I certify that I have seen Sections A, B, C, D and E of this Report.

DATE 5 May 1962 SIGNATURE [Redacted]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS REPORT MADE WITHIN LAST 90 DAYS OTHER (Specify):

DATE 9 May 1962

3. BY REVIEWING OFFICIAL

- X I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, TFW

69 300

SECRET
(When Filled In)

4

16 **FITNESS REPORT** EMPLOYEE SERIAL NUMBER

SECTION A GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 6. GRADE
 GS-11

5. SERVICE DESIGNATION D 6. OFFICIAL POSITION TITLE Operations Officer 7. OFF/DIV/DR OF ASSIGNMENT DDP/WH, Bldg. 4, D.C.

8. CAREER STAFF STATUS 9. TYPE OF REPORT
 NOT ELIGIBLE MEMBER RESERVE INITIAL REASSIGNMENT/SUPERVISOR
 PENDING DECLINED DENIED ANNUAL REASSIGNMENT/EMPLOYEE

10. DATE REPORT DUE IN O.P. 11. REPORTING PERIOD From To SPECIAL (Specify)
 31 May 1961 1 Apr 60 31 March 61

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
--------------------	---------------------	----------------	---------------	---------------	--------------	-----------------

SPECIFIC DUTY NO. 1	RATING NO. 7	SPECIFIC DUTY NO. 4	RATING NO.
	RATING NO. 7	SPECIFIC DUTY NO. 5	RATING NO.
	RATING NO. 5	SPECIFIC DUTY NO. 6	RATING NO.

SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employen's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.	RATING NO. 5/6
--	-------------------

SECTION D DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

CHARACTERISTICS	NOT APPLI- CABLE	NOT OB- SERVED	RATING					
			1	2	3	4	5	
GETS THINGS DONE								X
RESOURCEFUL								X
ACCEPTS RESPONSIBILITIES								X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								X
DOES HIS JOB WITHOUT STRONG SUPPORT								X
FACILITATES SMOOTH OPERATION OF HIS OFFICE							X	
WRITES EFFECTIVELY							X	
SECURITY CONSCIOUS							X	
THINKS CLEARLY							X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS								X
OTHER (Specify):								

SEE SECTION "E" ON REVERSE SIDE

SECRET

(with a copy to)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

12 21 PM '61

[Empty box for narrative description of manner of job performance]

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE
I certify that I have seen Sections A, B, C, D and E of this Report.

DATE 3 May 1961

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 24 months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE 5 May 1961 OFFICIAL TITLE OF SUPERVISOR Chief of Station

3. BY REVIEWING OFFICIAL

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE 1 June 61 OFFICIAL TITLE OF REVIEWING OFFICIAL C/OPS/WHD

SECRET

SECRET
(When Filled In)

10/25/60
[Signature]

FITNESS REPORT

SECTION A GENERAL

			4. GRADE GS-14		
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Bldg 4, D.C.	
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
NOT ELIGIBLE	<input checked="" type="checkbox"/>	DEFERRED	INITIAL	<input checked="" type="checkbox"/>	REASSIGNMENT/SUPERVISOR
PENDING	<input type="checkbox"/>	DECLINED	ANNUAL	<input type="checkbox"/>	REASSIGNMENT/EMPLOYEE
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD 28 Oct 60 thru 31 May 61		SPECIAL (Specify)	

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1		RATING NO. 7	SPECIFIC DUTY NO. 4		RATING NO.	
		RATING NO. 6	SPECIFIC DUTY NO. 5		RATING NO.	
		RATING NO. 6	SPECIFIC DUTY NO. 6		RATING NO.	

SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO.
6

SECTION D DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	RATING					
			1	2	3	4	5	
GETS THINGS DONE								X
RESOURCEFUL								X
ACCEPTS RESPONSIBILITIES								X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								X
DOES HIS JOB WITHOUT STRONG SUPPORT								X
FACILITATES SMOOTH OPERATION OF HIS OFFICE							X	
WRITES EFFECTIVELY							X	
SECURITY CONSCIOUS							X	
THINKS CLEARLY							X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS							X	
OTHER (Specify): Handling and accounting for official funds								X

SEE SECTION "E" ON REVERSE SIDE

SECRET

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Speaking operationally, [redacted] is a one-man gang. His work is of the highest order, quantitatively and qualitatively. [redacted] of the [redacted] what it is, all officers should be versatile.

For sustained effort, [redacted] has few peers. With his drive, imagination and good judgment he sets a fine example for the people who work with him, whether they find themselves under, alongside or above him in the organizational hierarchy.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE
I certify that I have seen Sections A, B, C, D and E of this Report.

DATE **12 July 1961** [redacted]

2. BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: **Nine**
IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.
EMPLOYER UNDER MY SUPERVISION LESS THAN 90 DAYS: [redacted] REPORT MADE WITHIN LAST 90 DAYS: [redacted]

OTHER (Specify): [redacted]
DATE **12 July 1961** OFFICIAL TITLE OF SUPERVISOR **Chief of Base,** [redacted]

3. BY REVIEWING OFFICIAL
 I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
 I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
 I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
 I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENT OF REVIEWING OFFICIAL
[redacted]

DATE **31 JUL 1961** OFFICIAL TITLE OF REVIEWING OFFICIAL **Chief, WH/4** [redacted]

SECRET

11 January 1963

MEMORANDUM FOR: Secretary, Agent Panel

SUBJECT : ~~XXXXXXXXXXXXXXXXXXXX~~ - Promotion

[Redacted]

1 ~~XXXXXXXXXXXXXXXXXXXX~~ has been in the position of Chief

[Large redacted area]

[Redacted]

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

SECRET

MEMORANDUM TO: Chief, Finance Division

THROUGH : Director of Personnel

SUBJECT : Designation of Officers Eligible for Premium Pay

REFERENCES : A.

B.

C.



1. The following individuals assigned PCS [redacted] qualify for premium pay in accordance with reference memoranda:

STAFF AGENTS [redacted]

WARD ABOVE

NAME (?)

03



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

APPROVED

Director of Personnel

Enc

- Distribution:
- Original & 1 - Addressee
 - 1 - Director of Personnel
 - 1 - Office of Communications
 - 1 - Office of Logistics
 - 1 - Chief, TW
 - 1 - TPA/Personnel

[REDACTED]

DISPATCH			
TO INFO	Chief, WHID	HEADQUARTERS FILE NO	
FROM	Chief of Base,	DATE APR 13 1961	
SUBJECT	Commendation	RE: "433" - (CHECK "X" ONE)	
		<input type="checkbox"/> MARKED FOR INDEXING	
		<input type="checkbox"/> NO INDEXING REQUIRED	
ACTION REQUIRED	Please place in personnel file	<input type="checkbox"/> INDEXING CAN BE JUDGED BY QUALIFIED HQ DESK ONLY	
REFERENCES			
<div style="border: 1px solid black; width: 80%; margin: 0 auto; height: 300px; position: relative;"> <div style="position: absolute; top: 5px; left: 5px;">1. </div> </div>			
<div style="border: 1px solid black; width: 20%; margin: 0 auto; height: 20px;"></div>			
PJM/asp			
12 April 1961			
Distribution:			
3 - Headquarters			
2 - Files			

DISPATCH

Chief, WHD

Consideration - [REDACTED]

Please place in personnel file

RECEIVED
DATE
RECEIVED
NO REPLY REQUIRED
REPLY CAN BE MADE BY QUALIFIED HQ LIAISON



[REDACTED]

Files 6/14/61

RJA/sep

12 April 1961

Distribution:

- 2 - Headquarters
- 2 - Files

20 August 1961

[REDACTED]

[REDACTED]

[REDACTED]

from
2/10

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Cypic Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE COMPONENT
	LAST	FIRST	MIDDLE	
1-6	(Print)	7-28		29-38

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	CUBA	40-42
3 - CORRECTION									
5 - CANCELLATION	81				09	30	60		

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREAS	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42	
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> INFIL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT

OTHER (Specify): VFRA 1402

DOCUMENT IDENTIFICATION NO. _____ DOCUMENT DATE PERIOD: 19 Oct 60

OTHERS

PREPARED BY	REPORT ANNOTATED IN SOURCE DOCUMENT	AREAS DATA VERIFIED SUBJECTS LISTED IN ALL DATA DOCUMENTS
-------------	-------------------------------------	---

SECRET

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

TO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (Last, first, middle initial of SA)	DATE (month, day, year)	NAME OF SUPERVISOR (Last)	DATE (month, day, year)
DATE RECEIVED AT HEADQUARTERS	DISPATCH NUMBER	DATE RECEIVED BY CARRIER SERVICE	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT TOUR
26 August 1925	D	Chief, PM GS-15		
6a. DATE OF PCS ARRIVAL IN FIELD	6b. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
October 1960	8 June 1965	9 June 1965	1 July 1965	

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:

--

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

None

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see appraisal note on transmittal form). (also attach personal cover questionnaire in accordance with CSI F 240-8)

Major duties during this tour have been as follows:

--

10. TRAINING DESIRED TO STATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

Course in Management.

SECRET

11. INDICATE YOUR NEXT ASSIGNMENT PREFERENCE. IF YOU WOULD PREFER YOUR NEXT ASSIGNMENT DIFFERENT FROM THAT INDICATED ABOVE, BRIEFLY SET FORTH YOUR PREFERENCE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

[Empty box for next assignment preference]

12. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 3 OR 4 (for 1st, 2nd, 3rd and 4th choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)

[Empty box for next regular assignment preference]

3 None

TO BE COMPLETED BY FIELD STATION

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

See Continuation Sheet

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

14. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

It is planned that Subject will head up a new police training

[Empty box for component's recommendation]

FOR USE BY CAREER SERVICE

15. APPROVED ASSIGNMENT:

16. EMPLOYEE IDENTIFIED BY DISPATCH NO. 111111 DATED 1/1/50

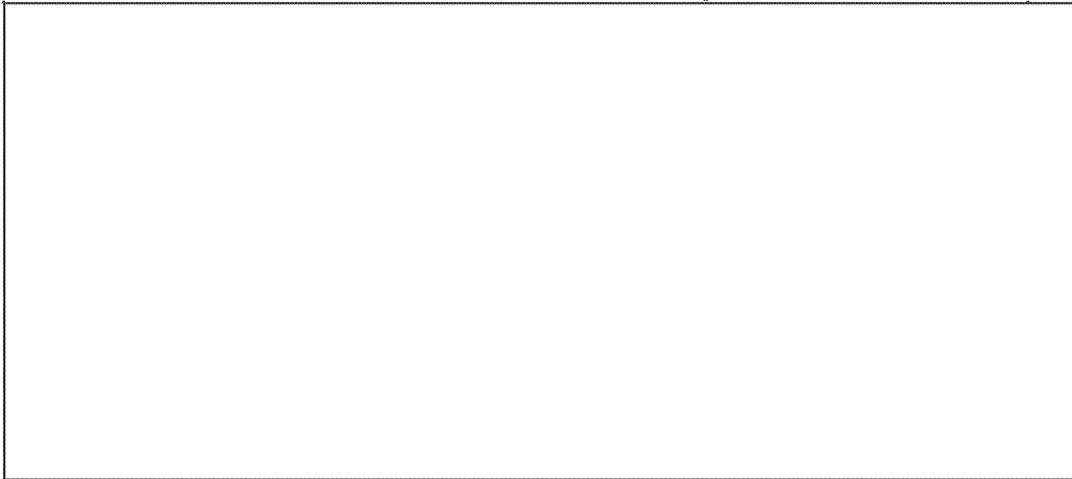
CABLE NO. _____ DATE: _____

CAREER SERVICE REPRESENTATIVE: _____

SECRET

Continuation Sheet

FIELD REASSIGNMENT QUESTIONNAIRE/Section 12:

A large, empty rectangular box with a thin black border, occupying the lower half of the page. It is intended for the user to provide answers to the questionnaire items listed in Section 12.

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE TRANSMITTAL

INSTRUCTIONS

- A. This questionnaire is designed to provide information for consideration by headquarters in planning your next assignment.
- B. Each supervisor in the field will ensure that this questionnaire is completed for each employee under his immediate supervision and forwarded to headquarters eight (8) months prior to the individual's planned date of departure from the station.
- C. The questionnaire will be completed and forwarded through normal channels to headquarters in triplicate.
- D. The questionnaires of Staff Agents should include cover duties and discussion of cover factors where appropriate.

SPECIAL NOTE

This form must be prepared with due regard for security considerations. For example, in the case of administrative and support personnel and others whose duties do not in themselves reveal sources of information or method of operations, it is normally expected that a complete and realistic statement of major duties may be reported in Item No. 2. However, the nature, purpose or disposition of information or operations will not be included. On the other hand, the description of the major duties of certain other employees may jeopardize security if should not be fully reported on this form. In these cases a general statement of duties will be indicated in Item No. 2 so as to show the level of responsibilities involved and enable executives at headquarters to understand the nature of your position. No names, operational techniques, objectives or purposes of the operation should be included.

FORM 202 OBSOLETE PREVIOUS EDITIONS

SECRET

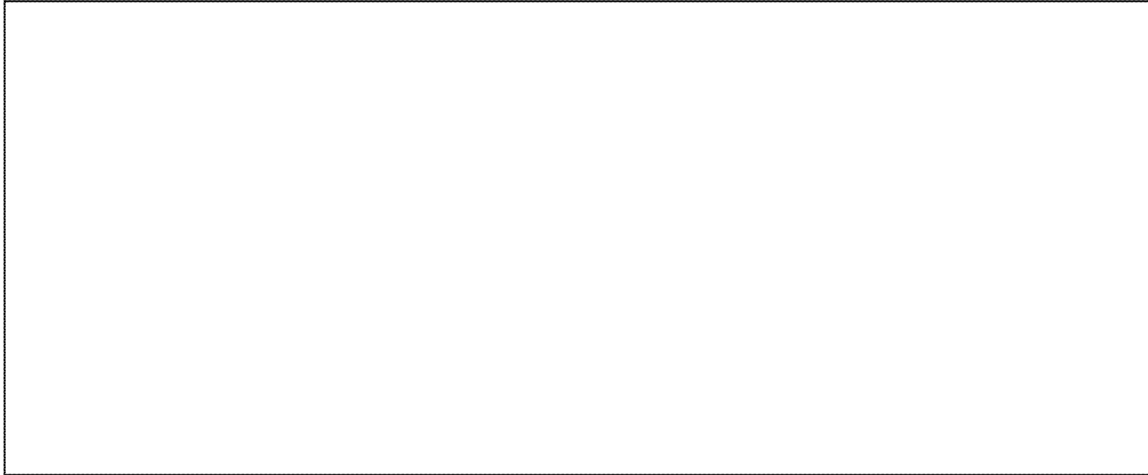
*Copy was prepared and given to
 coming to Cuba Desk for review
 for HSCA. (CH)*

SECRET

11 January 1961

To : Director of Personnel

From : Chief, dtd



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

(11)

(11)

Office

(11)

All the above employees are on Allocation 115-20 (1-1-61)



SECRET

1 June 1961

MEMORANDUM FOR: Chief, Finance Division

FROM : Chief, WII/Support

SUBJECT : Premium Pay

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Distribution:

- 2 - Chief, Finance Division (ea. employee)
- 2 - Director of Personnel (ea. employee)

[Redacted]

S-E-C-R-E-T
(When Filled In)

12 SEP 1961

MEMORANDUM FOR: SA/BR/CPD

ATTENTION :

FROM :

Deputy Director of Security (Investigations and Operational Support)

SUBJECT :

[REDACTED]

1. Reference is made to the memorandum dated 23 August 1961

5. This clearance becomes invalid in the event the Subject's services are not utilized within six months of the date of this memorandum.

FOR THE DIRECTOR OF SECURITY:

S-E-C-R-E-T
(When Filled In)

SECRET

Documents dated from 1951 to 1975

(EXCLUDING OF THOSE FROM 1968-69)

WHICH ARE IN FOLDER FOR REVIEW BY
HSCA.)

SANITIZED COPIES OF THOSE FOR
REVIEW BY HSCA ARE ENCLOSED HEREWITH

SECRET

